



get less bothersome. You find if plan A doesn't work, plan B has already started even before you knew plan A was in trouble.

In conclusion, a good leader is able to recognize that all people are not alike. All people do not want to be treated the same way, or made to feel as though they must fit a mold of behavior, likes or dislikes, or that all people want the same things out of life. Once a leader recognizes this, he or she is taking the first steps to being a good humanitarian and making employees feel valued will become second nature.

## DDPW's Linkletter Receives One-Star Letter from BG Lally



*CDR Nick Mato, SC, USN, Defense Distribution Depot Puget Sound, WA (DDPW) Commander, presents Distribution Process Worker Dave Linkletter with a one-star letter from Defense Distribution Center (DDC) Commander BG Mike Lally, USA. In the letter, BG Lally thanked Linkletter for submitting an essay titled Rewards in response to a question posed to several DDC employees: How do good leaders show that their employees are valued?*

*If you would like to provide a response to this question, or input on how leadership can be improved at DDC, please use the DDC Review Feedback form on the DDC website at [www.ddc.dla.mil/library](http://www.ddc.dla.mil/library).*

On regular basis, good leaders should recognize at least one employee in their area/section with a simple email to that individual with the message: "great job today," or "thanks for your patience;" or "you're a real team player." I think too many times we focus on mistakes, especially when we get complaints, or the stats are not up to par. But we leave out the everyday people who never complain, rarely make mistakes, and willingly do more than their share. I'm proud to say at DDCN we do the above and the following as well:

- **Employee of the month recognition.**

The Commander treats employees to lunch (each supervisor gives him a name of an employee who stood out and did a fantastic job). He selected an entire area one time.

- **Cash Awards.**

Formal and informal training (in answer to the question, what will help you better manage your job?).

Giving employees an opportunity to volunteer to be part of a committee such as Customer Service, Inventory, The Fun Committee, so they feel involved with DLA as a whole.

Our Commander visits the warehouses and talks with employees about their issues, concerns, and questions; then he will get answers to their questions and forward the responses.

Our Commander has an open door policy, literally.

If leaders would stop, look, and listen, each DLA depot would have zero morale problems. Stop and take time out to recognize the true workers (not necessarily the work leaders in the area). Look around and see the employee who is focused, driven. Listen to the non-complaining individuals.

*Azalea Wise, DDCN*

Leaders demonstrate to employees that they are valued by recognizing a job well done and telling them that they appreciate it. **Communication**, in my opinion, is vitally important. Unless an employee knows that they are valued, and are doing a good job, they will eventually lose hope and become frustrated.

*Dewey Rose, DDJC*

